

4 PILLARS TO BUILD LEADERSHIP STRENGTH

B.E. Smith's Executive Workforce white paper provides insights to the complex undertaking of healthcare's talent management. Organizations must simultaneously pursue strategies in these four areas to build strong leadership: recruiting, retention, engagement, and development. Based on B.E. Smith's survey, discover what insights are influencing the healthcare workforce.

RECRUITMENT

42% PLAN ON HIRING AN EXECUTIVE IN 2019

43% SAY DIVERSITY IS A PRIMARY RECRUITMENT FOCUS

44% PLAN TO INCREASE RECRUITMENT OF PASSIVE CANDIDATES

PREFERRED METHOD OF RECRUITING



37%
REFERRALS



22%
COMPANY WEBSITE

2/3

UTILIZE ASSESSMENT PROGRAMS FOR HIRING

RETENTION

40% HAVE A FORMAL SYSTEM FOR IDENTIFYING HIGH-PERFORMING LEADERS

45% HAVE STRATEGIES TO RETAIN TOP PERFORMERS

49% REPORT A 10-19% TURNOVER RATE

MOST INFLUENTIAL FACTORS TO RETAINING TOP TALENT



27%
SUCCESSION PLANNING / LEADERSHIP DEVELOPMENT



27%
BENEFITS / COMPENSATION

ENGAGEMENT

WAYS ENGAGEMENT IS MEASURED

72%

EFFECT ON PATIENT SATISFACTION

54%

OPERATIONAL MEASURES

46%

FINANCES

ENGAGEMENT LEVELS



74%
LEADERSHIP



45%
STAFF



34%
PHYSICIAN

LEADERSHIP DEVELOPMENT

CURRENT PROGRAMS

64% FORMAL LEADERSHIP INSTITUTE

64% MENTORING

60% ORGANIZATIONAL PLANNING

CLICK TO READ THE FULL WHITE PAPER, BUILDING LEADERSHIP STRENGTH: EXECUTIVE WORKFORCE INTELLIGENCE 2019.

70%

HAVE A LEADERSHIP DEVELOPMENT PROGRAM

B.E. SMITH: MATCHING LEADERS WITH ORGANIZATIONS

B.E. Smith is a professional services firm specializing in executive recruitment services for healthcare organizations. Founded in 1978, B.E. Smith has become a trusted partner with healthcare organizations nationwide. B.E. Smith supports leadership needs ranging from permanent and interim placements to advisory services - covering all clinical, operational, and financial areas of care delivery. Since 2016, B.E. Smith has supported more than 1,400 engagements of interim leaders and 400 executive search placements nationwide.

Visit www.BESmith.com or call 855.296.6318 for more information.